

P18E ✓

App. F. IX-4

Previous References

1931-32
(C.R.B.)

File No. 23^(A) 31

Serial Nos. 1 + 2

Later References

LR 627-28-112

CRB 16-35-13

C1213 26-36-142

LR 66-37-2

Reserve
mfr
29-362

General and Revenue Secretariat.

Serial Nos. Two

Part B for

March 1932

SUBJECT:

Appointment of Probationary Clerks in
the Subordinate Revenue offices.

So. no. R. 3720/LR 627-28-2. 813.2.1932

Intimates that the proposals of the Rec. Comm. on the
Subject have been generally approved by the C.R. Board
and that proposals in this matter in accordance with the
recommendation of the C.R. Board may be submitted for orders
of Govt. when the financial condition improves.

To, The Revenue Commissioners in Mysore

Mangaj
7/13/32

~~Mr. Hidy~~ be kindly sent with a note
to the Museum arrived at in the
meeting held on 28.1.30.

~~Mr.~~
19.2.30

Rev. Brown

No decision seems to have been
arrived at on this subject. The file
has to be worked up in the usual course
& notes obtained.

MR

~~Mr.~~ 19-2-30

L. W. C. B. (Peking).

Mr. Brown

le R.B

Serial
No.

A

The question may perhaps be considered at
~~the next~~ meeting of the Recruitment Board along
with the note promised by the Rev. Council Re:
Recruitment Staff Selection Board for dealing with appoint-
ments in various departments.

Rev

for orders

21.2.30

A. This will be done, if approved. The
R.C. will also be reminded to expedite
the note as the meeting can only be
arranged after receipt of the note.

(Chief Secy)

dec
21/2/30

A

The question of ^{appointing} Staff Selection
Boards has been dropped I
believe. The C.R.B. has been
requested to submit detailed
proposals for ensuring a higher
percentage of ⁱⁿ Brahmins in
the higher appointments, in a few
selected. Depts. The ^{Min} ^{connection}
The Rev. Councils proposals for
the appointment of Brahmins
elsewhere may be examined

These two subjects may be
included in the agenda for
the next meeting

(There is no further note on
Staff Selection Board due from R.C)

8420
1/3

I understood that R.C.
has promised to send a note
about

Note-Contn. Sheet

Therd Member

my
2/3

5/3/30

5/3

Sir B
3.5.30

Extract of the proceedings of the C.R.B.
at its meeting held on 22-5-1931

Subject No. 3.

3. Scheme suggested by the Revenue Commissioner regarding
the appointment of Probationary clerks on Rs 40/- per mensem in
the District and Taluk offices.

Resolution.-

Deferred, as the Revenue Commissioner was absent.

This file will be kept in Sub till the
next meeting of the C.R.B.

MAH
13-7-31

for C.R.B.
14/7/31

for
C.R.B.
14/7/31

Extract from the proceedings of
the meeting of the Central Recruitment
Board held on the 5th September 1931

Subject No. 1

The scheme suggested by the Revenue Commissioner for
the appointment of Probationary clerks on Rs 40/- each per mensem
in the District and Taluk offices.

Resolution.

The Board generally approve of the principle underlying
the scheme proposed by the Revenue Commissioner, but are of
opinion that, the salary (or stipend) offered to the Probationers
need not be more than Rs 25/- per mensem. For the present 8
Probationers (one for each District) may be selected and
trained in regular office work with a view to fit them for
positions like Taluk Sheristedars and Heads of Departments in
District offices. The period of training may be one year. If
the above scheme works satisfactorily, a general scheme of Ap-
prentice courses for similar appointments in other offices and
departments may be worked out.

It was further resolved that it may be suggested to
Government that as soon as Finances permit this modest scheme
may be tried in the Revenue Department in the first instance.

(A) in
LR file No.
624-28 (link)
CRB 23-31

General and Revenue
Secretariat

File No.

of 192

App. F. III-2]

Serial
No.

Extract of the records Proceedings
of the C.R. K. 15. 3 at its meeting held
on 30 8 1930.

Subject No. 1.

Scheme suggested by the Revenue Commissioner regarding the
appointment of Probationary clerks on Rs. 40/- per mensem in the
District and Taluk Offices.

Resolution.

Deferred.

Extract of the Proceedings of the Central Recruitment
Board at its meeting held on the 11th, December 1930.

Subject No. 3.

The scheme suggested by the Revenue Commissioner in Mysore
regarding the appointment of Probationary Clerks on Rs. 40/- per
mensem in the District and Taluk Offices so that they may eventu-
ally be absorbed in the vacancies of Heads of Sections and
Taluk Secretaries.

Resolution.

Deferred as the Revenue Commissioner in Mysore was not pre-
sent.

This file will be kept in this file
meeting
done
17/12/30

Yes
dis
19/12/30

Sus Shell
done
22/12/30

Mr. M.A.

Note - Contn. 13/31

Serial
No.

The resolution of the Board is for order.
12/10/31. In case a copy of it was sent to the
forwarded to the Secy. to Govt. concerned
for necessary action.

In case resolution is approved a copy was to
forwarded to the Secy. for necessary action.
Ch. Secy.

First month

R8
16/10/31
Ce
14/x

45/10/31
17.10.31

R3
20/10/31
Ce

LR 527-22-1

pertaining to
the subject

An extract of the resolution is put upon the
linked file of the Revenue Branch, which will be
returned to that branch for necessary further
action.

10/10/31 24/10/31
For kindly retaining the linked file
and the files relating thereto and returning
this file

Supd.
Rev. Secy
with Compts
10/10/31

file
dtd. LR 6.27-28 is taken
and other files returned

Supd. CRB with Compliments

CHIEF SECRETARY
4 NOV. 1931
REVENUE BRANCH

19/11/31

2237

File No.

of 193

General and Revenue
Secretariat

Notes and correspondence of the file
CR 255-29 and also the linked
file CR 7-28 relating to this
subject are taken and the CR
file returned.

Wm
28/11/31. Suptd CR-B with
Completion order)

Wm
28/11/31

If appd. this file will be closed.

Done
20/11/31

yes
20/11/31

P. P. P.

Routine Notes.

[To be used only for notes, requisitions, etc., not intended for permanent record.]

Systematizing appointments
in the Revenue Dept - by having a
Staff Selection Board is one of
 the proposals proposed to be brought
 up by the Rev. Com. for
 discussion at the monthly meeting
 of the Rev. Com. & the Secy.
 Member of Council, on 28-1-30
 at 2 P.M. The C.R. B. Secy.
 is requested to take kindly to
 necessary action if any in
 matter.

dep.

25-1-30.

The R.C. has agreed
 to send up proposals in
 respect of the Rev. Dept

Rev. Dept)

25/1/30

25/1/30

ROUTINE NOTES.

[To be used only for notes, requisitions, etc., not intended for permanent record.]

A revised Note re appointment of Probationary Clerks in the Revenue Department is submitted for approval in the light of the discussions with the Revenue Commissioners.

After this is approved, a date may kindly be fixed for a meeting of the C.R.B.

3rd Member)

dec
1953

10965
10/5

N. B.—Should routine notes be written on small slips, the notes must be copied, or slips pasted on this form.

When the question of appointing a Staff Selection Board was considered in Council on 13th January 1930, the decision arrived at was that the Central Recruitment Board may be requested to work out detailed proposals in regard to two or three departments and submit them for the consideration of Government. In accordance with this decision, the Revenue Commissioner was requested to submit a scheme for ensuring adequate representation of members of Backward Communities in important appointments in the Revenue Department. The scheme drawn up by him was discussed with the Chairman of the Central Recruitment Board and the outstanding features of the scheme as revised after such discussion are briefly summarised below:-

1. Appointments of Amildars and Assistant Commissioners.

The existing practice is to fill

up 50 per cent of the vacancies by promotion from among the subordinate Officers and the remaining 50 per cent by direct recruitment by the appointment of Revenue

Probationers and Probationary Assistant

Commissioners. No change in the existing procedure is called for except in two respects:—

(i) Instead of recruiting raw and inexperienced men by nomination as Probationary Assistant Commissioners on the score of --- their belonging to Backward Communities, it would be desirable to require them to appear for the competitive examination prescribed for selection to Civil Service and to nominate such of them as secure a pass in the said examination irrespective of their securing the required rank.

(ii) When suitable candidates could not be secured in the manner indicated above, the nomination to the Civil Service might be confined to men who, having previously been appointed as Revenue Probationers, have picked up sufficient experience and have otherwise befitted themselves for promotion to higher ranks.

2. Appointments of Revenue Inspectors and Village Panchayet Inspectors.

The existing system requires no change.

3. Important Ministerial appointments.

Of the ministerial appointments in

the Revenue Department (including District Treasurers),

169 fall under Group I (Carrying a salary of Rs 50/- and above);
 138 fall under Group II (Carrying a salary of Rs 40/- and above);
 1,072 fall under Group III (Carrying a salary of Rs 25/- and above);
 and 25 fall under Group IV (Carrying a salary of less than Rs 25/-).

Having regard to the retirements which occur year after year, it may be anticipated that on an average vacancies that may occur in each group may be taken at 1/10th of the total number of appointments in that Group. There will thus arise about 17 vacancies in Group I, 14 vacancies in Group II and 100 vacancies in Group III each year. Of these, at present only vacancies in Group III are open to direct recruitment in the proportion of 2 to 1.

¶ Though there is much to be said in favour of the present system under which appointments in Classes II and I are not

filled up by direct recruitment as these posts require much experience, in order to improve recruitment and facilitate the appointment of persons in these classes sufficiently young so that they may be eligible for other higher appointments, it is necessary to have a system of direct recruitment at least to Class II, but the proportion of such direct recruitment may be limited to 1/3rd of the number of vacancies.

5. In the Revenue Department, there are certain appointments which could be considered as key appointments. These are ^{the} posts of District Sheristedars, Head Clerks, Heads of Sections of the Revenue Establishments of the District Offices, Taluk Sheristedars and Head Gumastas of Taluk Offices. ~~From the statistics~~ that were collected some time ago, it has been observed that most of the officials now holding these key appointments do not possess any high qualifications. The qualifications of the --- Taluk Sheristedars and Heads of Sections in District Offices have also likewise been ~~un~~

~~etc~~

~~unsatisfactory~~

The total number of officials holding the posts of District Sheristedars, Head Clerks and Heads of Sections in the Revenue Establishments of District Offices is 47 and most of them having risen from the ranks do not possess any higher qualification than the S.S.L.C. Out of these 47 appointments, 46 are held by Brahmins and only one official viz., a Head Accountant of the District Treasury, Chitaldrug is a non-Brahmin. The number of Taluk Sheristedars is 71 and their qualifications are as a whole of the same unsatisfactory character as in the case of Heads of Sections in District Offices. Of these 71 Taluk Sheristedars, only 6 are at present non-Brahmins. The number of Head Cumastas is 72 and only 4 of these appointments are held by non-Brahmins. If matters are left to the mere operation of the ordinary recruitment and promotion rules there is

not much chance of either improvement in
efficiency or the introduction of a larger
proportion of Non-Brahmins in the higher
grades of ministerial offices. It is
necessary therefore to consider how best
the standard of qualifications could be
raised and the proportion of the Non-Brahmin
Communities in these appointments also ---
suitably increased without at the same time
impairing the efficiency of the service.

6. There can be no question of direct
recruitment to these posts as the duties to
be discharged are fairly onerous and the
candidates appointed would be under a serious
handicap if they have no previous experience
and have had no satisfactory training in
all branches of the District offices. Under
the recent Govt. Order passed in the Revenue
Department, there is also no scope for direct
recruitment to any of the higher appointments
as direct recruitment is limited only to
appointments carrying a salary of less than
Rs. 40/-. The appointments on Rs 50/- are
usually such that persons recruited direct

without previous experience find it difficult to cope with the work and there is a feeling that in many offices in which such candidates have been appointed, the results have not been satisfactory. The only way therefore by which competent candidates --- could be secured for appointments as Heads of Sections in District Offices or as Taluk Sheristedars is by selecting some highly qualified candidates as Probationary Clerks and giving them the necessary training in all branches of the Deputy Commissioner's office and then absorbing them as they become ---- qualified and as vacancies occur, among Taluk Sheristedars and Heads of Sections. Ten persons may be selected for these posts every year on a pay of Rs 40/- per mensem and they may be put on probation for two years. The annual cost on this account will be Rs 4,800/-, during the first year and double this amount in subsequent years. In view of the disparity that exists at present in the proportion of Brahmins and Non-

Non-Brahmins in the key appointments

referred to above, 75 per cent of the

vacancies should ~~be~~ for some time to come

be made available to members of Backward

Communities. The services of these offi-

of
cials could be availed ~~of~~ /in leave vacancies

that might occur in these offices, so that

their appointment may not involve extra cost

to Government. They may be treated as

~~Revenue~~ ^{Reserve} hands attached to the District offices

to be absorbed in the higher vacancies when

they arise.

7. At present, excepting for appointment
of Revenue Inspectors, District Treasurers,
Head Clerks and District Sheristedars, the
appointing officers are the Deputy Commissioners
of Districts. The system of filling up each
appointment by advertising the vacancy is not
calculated to secure the best candidates. It
would be better to have lists of candidates
from which selections may be made than to depend
upon the haphazard methods of recruitment for
each individual vacancy.

8. A Central Agency may be constituted

for selecting candidates for these appointments with the Revenue Commissioner as Chairman with a Senior Deputy Commissioner as a member and the Secretary, --- Central Recruitment Board as Secretary. Promotions may for the present be excluded from the scope of this agency. The system may be extended to some other departments such as Education, Excise and ---- Police in which case the Heads of these departments may also be taken on as ---- members of the Central Agency.

9. The Deputy Commissioners should report to the Revenue Commissioner, before the end of November each year, the number of direct recruitment vacancies in the II grade that have occurred or are likely to occur by the end of December and on the basis of this information, applications will be called for from qualified candidates so as to reach the Revenue Commissioner by the 1st January.

The applications will be considered by the Committee and the number of recruits required selected from among the applicants, keeping in view the class of the vacancy, general or Special.

10. Similarly, in regard to the vacancies likely to occur in the 3rd and 4th grades, the Deputy Commissioners concerned will take stock of the vacancies to be filled up by direct recruitment, invite applications from qualified candidates and prepare an eligibility list from which recruits to fill the existing vacancies and any acting vacancy that may arise during the year, may be selected. The Deputy Commissioners should associate the Sub Division Officers in the District in framing the list.

11. Every new official should be on probation for one year and before confirmation he should pass the Revenue (Lower) and the Clerkship Examination consisting of the ---- following subjects:-

- (i) Office Procedure and Practice
- (ii) Writing up of petitions or reports and dictation in Kannada
- (iii) Transcribing a Kannada manuscript
- (iv) Translation from Kannada into English and English into Kannada

(8)

Confirmation in appointments for
which special examinations have been prescribed should depend on the incumbent passing these examinations.

des
195730.

Confidential



OFFICE OF THE REVENUE COMMISSIONER
IN MYSORE.

Bangalore,.....

7.5

1923

Dear Sir

I am directed by the Revenue
Commissioner to send herewith
two copies of his note a
remitment to the Revenue Dept
Submitted to the Third Member &
Council

Yours Privately
Venkataraman

The appointments in the Revenue Department may be broadly classed into two groups, the first comprising Amildars and Assistant Commissioners and the other, ministerial appointments in the several grades in the Department and subordinate executive officers consisting of Revenue Inspectors and Village Panchayet Inspectors. As regards the former, the present practice is to fill up 50 per cent. of the vacancies by promotion from among the subordinate officers and the remaining 50 per cent by direct recruitment by the appointment of Revenue Probationers and Probationary Assistant Commissioners. These appointments are all made by Government and the necessary communal representation in these grades is secured by nominating suitable number of candidates of the backward communities not already adequately represented in Government service. This has been working satisfactorily and no change in the existing procedure is called for so far as appointments in these grades are concerned.

2. Similarly in regard to executive appointments, such as Revenue Inspectors, arrangements have already been made to appoint 2/3rds of the number by direct recruitment and 1/3rd of the number by promotion. Having regard to the fact that these Inspectors require special training, the system requires no change.

3. The ministerial appointments group however presents some difficulty. The appointments in the Revenue Department coming under this category are noted in the accompanying statement. Under the present rules relating to recruitment, all appointments are divided into four classes.

- (i) Appointments carrying a pay of Rs 50 and above
- (ii) Appointments on a pay of Rs 40 and above, but less than ^{Rs 50.}
- (iii) Appointments on a pay of Rs 25 and above, but less than ^{Rs 40.}
- (iv) Appointments on a pay of less than Rs 25.

The following minimum educational qualifications have also been prescribed for the several classes of appointments:--

For Class I.-- A Degree of the Mysore University or of any other recognised University.

For Class II.-- A pass in the Intermediate Examination of the Mysore or any other recognised University or the First Year B.A.

certificate examination of the Mysore University under the old rules or a promotion to the Second Year B.A. Class.

For Class III.-- A pass in the S.S.L.C. Examination.

For Class IV.- A pass in the Lower Secondary Examination or a Certificate of having studied in the V Form of a recognised Kannada or English High School.

Vacancies are registered in the Unit Offices in the order of their occurrence, and the first 3 vacancies are classed as special, or open to members of backward communities only, and the 4th thrown open for direct recruitment of the best candidate available irrespective of the community to which he may belong. Out of every 3 vacancies occurring in the third class, the first two are filled up by direct recruitment and the third by promotion of a qualified candidate from Class IV. In the other 2 classes, excepting the posts of Head Clerks of Sub Division Offices and Taluk Offices, the other vacancies are filled up by promotion.

4. Of the appointments in the Revenue Department (including District Treasurers, 169 fall under Group I, 138 under Group II, 1072 under Group III and 25 appointments in Group IV.

Having regard to the retirements which occur year after year, it may be anticipated that on an average vacancies that may occur in each group may be taken at 1/10th of the total number of appointments in that Group. There will thus arise about 17 vacancies in Group I, 14 vacancies in Group II and 100 vacancies in Group III each year. Of these, at present only vacancies in Group III are open to direct recruitment in the proportion of 2 to 1.

5. Though there is much to be said in favour of the present system under which appointments in Classes II and I are not filled by direct recruitment as these posts require much experience, in order to improve recruitment and facilitate the appointment of persons in these classes sufficiently young so that they may be eligible for other higher appointments, I think it is necessary to have a system of direct recruitment at least to Class II, but the proportion of such direct recruitment may be limited to 1/3rd of the number of vacancies.

6. In the Revenue Department, there are certain appointments which could be considered as key appointments. These are the posts of District Sheristedars, Head Clerks, Heads of Sections of the Revenue Establishments of the District Offices, Taluk Sheristedars and Head Gumastas of Taluk Offices. From the statistics that were collected some time ago, it has been observed that most of the officials now holding these key appointments do not possess any high qualifications. The qualifications of the Taluk Sheristedars and Heads of Sections in District Offices have also likewise been unsatisfactory. These defects have reacted on the Amildari service inasmuch as the class of recruits we get by promotion are not generally of a very high standard. If there was a higher proportion of highly qualified officials in these grades, our choice of eligible candidates for Amildari and Deputy Amildari will not be so restricted. Moreover, owing to proper attention not having been paid in the past to recruitment, the number of persons really deserving of promotion to these appointments in all the District Offices is very limited.

7. Further, the representation of the Non-Brahmin communities in these appointments has not been such as it ought to be. If matters are left to the mere operation of the ordinary recruitment and promotion rules, there is not much chance of either improvement in efficiency or the introduction of a larger proportion of Non-Brahmins in the higher grades of ministerial offices. It is necessary therefore to consider how best the standard of qualifications could be raised and the proportion of the Non-Brahmin communities in these appointments also suitably increased without at the same time impairing the efficiency of the services.

8. There can be no question of direct recruitment to these posts as the duties to be discharged are fairly onerous and the candidates appointed would be under a serious handicap if they have no previous experience and have had no satisfactory training in all branches of the District Offices. Under the rules as they stand, there is also no scope for direct recruitment to any of the higher appointments as direct recruitment is limited only to appointments carrying a salary of less than Rs 40/-. The appointments on Rs 50 are usually

such that persons recruited direct without previous experience find it difficult to cope with the work and there is a feeling that in many offices in which such candidates have been appointed, the results have not been satisfactory. It is one thing however to select men for these appointments after advertising the vacancies from the best applicants and quite another thing to select specially brilliantly recruits for being trained for higher offices. It is with this object therefore that in my letter No. C.25892B-29 dated 6/9th April 1929, I have suggested the appointment of Probationary clerks. The only way therefore by which competent candidates could be secured for appointment as Heads of Sections in District Offices or as Taluk Sheristedars is by selecting some highly qualified candidates as Probationary clerks and giving them the necessary training in all branches of the Deputy Commissioner's Office, and then absorbing them as they become qualified and as vacancies occur, among Taluk Sheristedars and Heads of Sections. Two such candidates may be appointed for each District. The services of these officials could be availed of in leave vacancies that might occur in these offices, so that their appointment may not involve extra cost to Government. They may be treated as Reserve hands attached to the District Offices to be absorbed in the higher vacancies when they arise. If it is considered desirable to avoid direct recruitment to Class I as far as possible, then the pay of these Probationary clerks may be fixed at Rs 40, and if any one is specially brilliant, he may after completing his probation, be appointed direct to Class I.

9. At present, excepting for appointment of Revenue Inspectors, District Treasurers, Head Clerks and District Sheristedars, the appointing officers are the Deputy Commissioners of Districts. The system of filling up each appointment by advertising the vacancy is not calculated to secure the best candidates. It would be better to have lists of candidates from which selections may be made than to depend upon the haphazard methods of recruitment for each individual vacancy. This implies either the appointment of a Board for selecting recruits or a return to the old system of maintaining registers of applicants which did not always ensure the selection of the best qualified candidate.

In my opinion, the system we have adopted for recruitment for Revenue Inspectors should be extended to all appointments in the Revenue Department, but instead of concentrating the power in the Revenue Commissioner, I am in favour of appointing a separate Board with him as Chairman for such recruitment.

10. My proposals are.--

(1) The existing system of recruitment to the various grades of ministerial offices requires modification inasmuch as it is necessary to introduce some method of direct recruitment to Classes II & I so as to ensure the selection of really competent men for these appointments who in due course will be fit for promotion for the higher appointments.

(2) the method by which each individual vacancy is advertized or otherwise filled should be replaced by a more satisfactory method by which these vacancies could be clubbed together and selections made by a central body. The question whether promotions should be dealt with by this body is not free from difficulties as the personal knowledge of the qualification of the various officials concerned which is an important factor in deciding questions of promotion will be absent. It may therefore be desirable to exempt promotions from the scope of the central agency for the present.

Having regard to the limited number of appointments in any single Department, it may be advantageous to introduce the system to all Departments where owing to the large number of vacancies to be dealt with, such a central agency will be able to function more efficiently. I am however for a beginning being made immediately at least in the Revenue Department.

(3) At least 10 persons are selected as Probationers for Revenue Inspectors' appointments. It may be possible to select about 15 persons annually for vacancies among Taluk Sheristedars and the higher appointments of the Revenue Department in Class II. These appointments require special training. It will not be possible to fit them in immediately into existing vacancies. The system of training for such persons need not be identical with that prescribed for executive appointments, such as Amildari and Revenue Inspectors. They should pass certain prescribed tests and may be associated with

some senior clerk to undergo training and made to acquaint themselves thoroughly with all branches of the work. The cost of the scheme may be reduced by utilizing their services in leave vacancies. If 10 persons are to be selected each year and each candidate selected is given Rs 40/-, the annual cost will be Rs 4800/-. But it is worth incurring this extra cost as it would greatly help us in raising the efficiency of the higher grades and doing away with the present inadequate representation of backward communities. As in the case of the Amildari, I have no objection for some time to give 75 per cent of the vacancies to Non-Brahmin candidates if properly qualified.

(4) The Deputy Commissioners should report to the Revenue Commissioner, before the end of November each year, the number of direct recruitment vacancies in the II grade that have occurred or are likely to occur by end of December and on the basis of this information, applications will be called for from qualified candidates so as to reach the Revenue Commissioner by the 1st January. The applications will be considered by the Committee and the number of recruits required selected from among the applicants, keeping in view the class of the vacancy, general or special.

(5) Similarly, in regard to the vacancies likely to occur in the 3rd and 4th grades, the Deputy Commissioners concerned will take stock of the vacancies to be filled by direct recruitment, invite applications from qualified candidates and prepare an eligibility list from which recruits to fill the existing vacancies and any acting vacancies that may arise during the year, may be selected. The Deputy Commissioners should associate the Sub Division Officers in the District in framing the list.

(6) a. Every new official should be on probation for one year and before confirmation he should pass the Revenue Lower and the Clerkship Examination consisting of the following subjects.--

- (i) Office Procedure and Practice.
- (ii) Writing up of petitions or reports and dictation in Kannada.
- (iii) Transcribing a Kannada manuscript.
- (iv) Translation from Kannada into English and English into Kannada.

b. Confirmation in appointments for which special examinations

have been prescribed should depend on the incumbent passing these examinations.

(7) As regards the constitution of the central agency, the same Committee of the Central Recruitment Board as deal with cases of exemption of which the Revenue Commissioner is Chairman, with a senior Deputy Commissioner, may be formed tentatively. The Secretary, Central Recruitment Board, will be the Secretary of the Committee.

h d m
Wm.

Statement showing the ministerial appointments in the Revenue Department classified according to groups.

Class I.	Class II.	Class III.	Class IV.
8 on Rs 100-10-150.		111 on Rs 35.	
2 on Rs 100.	24 on Rs 45.	368 on Rs 30.	6 on Rs 20-1-25.
8 on Rs 87-4-100		7 on Rs 30-1-35.	13 on Rs 20.
1 on Rs 80.	114 on Rs 40.	145 on Rs 25-1-30.	6 on Rs 17-1-20.
21 on Rs 77.		441 on Rs 25.	
1 on Rs 70.			
24 on Rs 67.			
5 on Rs 60.			
24 on Rs 57-4-77.			
57 on Rs 55.			
Total 169.	168	1072	25.

The appointments in the Revenue Department may be broadly classed into two groups, the first comprising Amildars and Assistant Commissioners and the other, ministerial appointments in the several grades in the Department and subordinate executive officers consisting of Revenue Inspectors and Village Panchayet Inspectors. As regards the former, the present practice is to fill up 50 per cent. of the vacancies by promotion from among the subordinate officers and the remaining 50 per cent by direct recruitment by the appointment of Revenue Probationers and Probationary Assistant Commissioners. These appointments are all made by Government and the necessary communal representation in these grades is secured by nominating suitable number of candidates of the backward communities not already adequately represented in Government service. This has been working satisfactorily and no change in the existing procedure is called for so far as appointments in these grades are concerned.

2. Similarly in regard to executive appointments, such as Revenue Inspectors, arrangements have already been made to appoint 2/3rds of the number by direct recruitment and 1/3rd of the number by promotion. Having regard to the fact that these Inspectors require special training, the system requires no change.

3. The ministerial appointments group however presents some difficulty. The appointments in the Revenue Department coming under this category are noted in the accompanying statement. Under the present rules relating to recruitment, all appointments are divided into four classes.

- (i) Appointments carrying a pay of Rs 50 and above.
- (ii) Appointments on a pay of Rs 40 and above, but less than Rs 50.
- (iii) Appointments on a pay of Rs 25 and above, but less than Rs 40.
- (iv) Appointments on a pay of less than Rs 25.

The following minimum educational qualifications have also been prescribed for the several classes of appointments:--

For Class I.-- A Degree of the Mysore University or of any other recognised University.

For Class II.-- A pass in the Intermediate Examination of the Mysore or any other recognised University or the First Year B.A.

certificate examination of the Mysore University under the old rules or a promotion to the Second Year B.A. Class.

For Class III.-- A pass in the S.S.L.C. Examination.

For Class IV.- A pass in the Lower Secondary Examination or a Certificate of having studied in the V Form of a recognised Kannada or English High School.

Vacancies are registered in the Unit Offices in the order of their occurrence, and the first 3 vacancies are classed as special, or open to members of backward communities only, and the 4th thrown open for direct recruitment of the best candidate available irrespective of the community to which he may belong. Out of every 3 vacancies occurring in the third class, the first two are filled up by direct recruitment and the third by promotion of a qualified candidate from Class IV. In the other 2 classes, excepting the posts of Head Clerks of Sub Division Offices and Taluk Offices, the other vacancies are filled up by promotion.

4. Of the appointments in the Revenue Department (including District Treasurers, 169 fall under Group I, 138 under Group II, 1072 under Group III and 25 appointments in Group IV.

Having regard to the retirements which occur year after year, it may be anticipated that on an average vacancies that may occur in each group may be taken at 1/10th of the total number of appointments in that Group. There will thus arise about 17 vacancies in Group I, 14 vacancies in Group II and 100 vacancies in Group III each year. Of these, at present only vacancies in Group III are open to direct recruitment in the proportion of 2 to 1.

5. Though there is much to be said in favour of the present system under which appointments in Classes II and I are not filled by direct recruitment as these posts require much experience, in order to improve recruitment and facilitate the appointment of persons in these classes sufficiently young so that they may be eligible for other higher appointments, (~~I think~~) it is necessary to have a system of direct recruitment at least to Class II, but the proportion of such direct recruitment may be limited to 1/3rd of the number of vacancies.

6. In the Revenue Department, there are certain appointments which could be considered as key appointments. These are the posts of District Sheristedars, Head Clerks, Heads of Sections of the Revenue Establishments of the District Offices, Taluk Sheristedars and Head Gumastas of Taluk Offices. From the statistics that were collected some time ago, it has been observed that most of the officials now holding these key appointments do not possess any high qualifications. The qualifications of the Taluk Sheristedars and Heads of Sections in District Offices have also likewise been unsatisfactory. (These defects have reacted on the Amildari service inasmuch as the class of recruits we get by promotion are not generally of a very high standard. If there was a higher proportion of highly qualified officials in these grades, our choice of eligible candidates for Amildari and Deputy Amildari will not be so restricted. Moreover, owing to proper attention not having been paid in the past to recruitment, the number of persons really deserving of promotion to these appointments in all the District Offices is very limited.)

7. Further, the representation of the Non-Brahmin communities in these appointments has not been such as it ought to be. If matters are left to the mere operation of the ordinary recruitment and promotion rules, there is not much chance of either improvement in efficiency or the introduction of a larger proportion of Non-Brahmins in the higher grades of ministerial offices. It is necessary therefore to consider how best the standard of qualifications could be raised and the proportion of the Non-Brahmin communities in these appointments also suitably increased without at the same time impairing the efficiency of the service.

8. There can be no question of direct recruitment to these posts as the duties to be discharged are fairly onerous and the candidates appointed would be under a serious handicap if they have no previous experience and have had no satisfactory training in all branches of the District Offices. Under the ^{recent G.O. passed in the Rev Dept,} (rules as they stand,) there is also no scope for direct recruitment to any of the higher appointments as direct recruitment is limited only to appointments carrying a salary of less than Rs 40/-. The appointments on Rs 50 are usually

such that persons recruited direct without previous experience find it difficult to cope with the work and there is a feeling that in many offices in which such candidates have been appointed, the results have not been satisfactory. (It is one thing however to select men for these appointments after advertising the vacancies from the best applicants, and quite another thing to select specially brilliant~~ly~~ recruits for being trained for higher offices. It is with this object therefore that in my letter No. C.258928-29 dated 6/9th April 1929, I have suggested the appointment of Probationary clerks.)

The only way therefore by which competent candidates could be secured for appointment as Heads of Sections in District Offices or as Taluk Sheristedars is by selecting some highly qualified candidates as Probationary clerks and giving them the necessary training in all branches of the Deputy Commissioner's Office, and then absorbing them as they become qualified and as vacancies occur, among Taluk Sheristedars and Heads of Sections. (Two such candidates ^{or vide sup} may be appointed for each District.) The services of these officials could be availed of in leave vacancies that might occur in these offices, so that their appointment may not involve extra cost to Government. They may be treated as Reserve hands attached to the District Offices to be absorbed in the higher vacancies when they arise. (If it is considered desirable to avoid direct recruitment ^{or} to Class I as far as possible, then) the pay of these Probationary clerks may be fixed at Rs 40, and if any one is specially brilliant, he may after completing his probation, be appointed direct to Class I.)

9. At present, excepting for appointment of Revenue Inspectors, District Treasurers, Head Clerks and District Sheristedars, the appointing officers are the Deputy Commissioners of Districts. The system of filling up each appointment by advertising the vacancy is not calculated to secure the best candidates. It would be better to have lists of candidates from which selections may be made than to depend upon the haphazard methods of recruitment for each individual vacancy. (This implies either the appointment of a Board for selecting recruits or a return to the old system of maintaining registers of applicants which did not always ensure the selection of the best qualified candidate.)

In my opinion, the system we have adopted for recruitment for Revenue Inspectors should be extended to all appointments in the Revenue Department, but instead of concentrating the power in the Revenue Commissioner, I am in favour of appointing a separate Board with him as Chairman for such recruitment.

10. My proposals are.--

(1) The existing system of recruitment to the various grades of ministerial offices requires modification inasmuch as it is necessary to introduce some method of direct recruitment to Classes II & I so as to ensure the selection of really competent men for these appointments who in due course will be fit for promotion for the higher appointments.

(2) the method by which each individual vacancy is advertized or otherwise filled should be replaced by a more satisfactory method by which these vacancies could be clubbed together and selections made by a central body. The question whether promotions should be dealt with by this body is not free from difficulties as the personal knowledge of the qualification of the various officials concerned which is an important factor in deciding questions of promotion will be absent. It may therefore be desirable to exempt promotions from the scope of the central agency for the present.

Having regard to the limited number of appointments in any single Department, it may be advantageous to introduce the system to all Departments where owing to the large number of vacancies to be dealt with, such a central agency will be able to function more efficiently. I am however for a beginning being made immediately at least in the Revenue Department.

(3) At least 10 persons are selected as Probationers for Revenue Inspectors' appointments. It may be possible to select about 15 persons annually for vacancies among Taluk Sheristedars and the higher appointments of the Revenue Department in Class II. These appointments require special training. It will not be possible to fit them in immediately into existing vacancies. The system of training for such persons need not be identical with that prescribed for executive appointments, such as Amildari and Revenue Inspectors. They should pass certain prescribed tests and may be associated with

some senior clerk to undergo training and made to acquaint themselves thoroughly with all branches of the work. The cost of the scheme may be reduced by utilizing their services in leave vacancies. If 10 persons are to be selected each year and each candidate selected is given Rs 40/-, the annual cost will be Rs 4800/-. But it is worth incurring this extra cost as it would greatly help us in raising the efficiency of the higher grades and doing away with the present inadequate representation of backward communities. As in the case of the Amildari, I have no objection for some time to give 75 per cent of the vacancies to Non-Brahmin candidates if properly qualified.

(4) The Deputy Commissioners should report to the Revenue Commissioner, before the end of November each year, the number of direct recruitment vacancies in the II grade that have occurred or are likely to occur by end of December and on the basis of this information, applications will be called for from qualified candidates so as to reach the Revenue Commissioner by the 1st January. The applications will be considered by the Committee and the number of recruits required selected from among the applicants, keeping in view the class of the vacancy, general or special.

(5) Similarly, in regard to the vacancies likely to occur in the 3rd and 4th grades, the Deputy Commissioners concerned will take stock of the vacancies to be filled by direct recruitment, invite applications from qualified candidates and prepare an eligibility list from which recruits to fill the existing vacancies and any acting vacancies that may arise during the year, may be selected. The Deputy Commissioners should associate the Sub Division Officers in the District in framing the list.

(6) a. Every new official should be on probation for one year and before confirmation he should pass the Revenue Lower and the Clerkship Examination consisting of the following subjects.--

- (i) Office Procedure and Practice.
- (ii) Writing up of petitions or reports and dictation in Kannada.
- (iii) Transcribing a Kannada manuscript.
- (iv) Translation from Kannada into English and English into Kannada.

b. Confirmation in appointments for which special examinations

have been prescribed should depend on the incumbent passing these examinations.

(7) As regards the constitution of the central agency, the same Committee of the Central Recruitment Board as deal with cases of exemption of which the Revenue Commissioner is Chairman, with a senior Deputy Commissioner, may be formed tentatively. The Secretary, Central Recruitment Board, will be the Secretary of the Committee.

*Edm
M.*

Statement showing the ministerial appointments in the Revenue Department classified according to groups.

Class I.	Class II.	Class III.	Class IV.
8 on Rs 100-10-150.		111 on Rs 35.	
2 on Rs 100.	24 on Rs 45.	368 on Rs 30.	6 on Rs 20-1-25.
8 on Rs 87-4-100		7 on Rs 30-1-35.	13 on Rs 20.
1 on Rs 80.	114 on Rs 40.	145 on Rs 25-1-30.	6 on Rs 17-1-20.
21 on Rs 77.		441 on Rs 25.	
1 on Rs 70.			
24 on Rs 67.			
5 on Rs 60.			
24 on Rs 57-4-77.			
57 on Rs 55.			
Total 169.	138	1072	25.

334.

1302
to R.B.

OFFICE OF THE REVENUE COMMISSIONER
 IN MYSORE.

Do. 02589

18-9.

Bangalore 16th. Sept. 1929

23rd. Sept. 1929
 D. 1617
 26 SEP 1929
 CHIEF REVENUE BRANCH.

My dear Mr. Ranga Rao,

Mr. D'Souza had submitted proposals to Government in April last in the matter of direct recruitment of candidates to certain appointments in the Revenue Department and also about the selection of probationary clerks. May I request you to kindly obtain early orders of Government in the matter.

Yours sincerely,

W. S. S. S. S. S.

CHIEF REVENUE
 24 SEP. 1929

R.B.
 24/9/29

Rev. D. S. S.

MS

See R. C. proposal in connection with the question of reorganization of the establishment of the Revenue Dept. When asked as to whether the establishment was already in existence, the question of maintaining probationary clerks was put forward. The connected

R.R. file no 627-28-1, Mr. Ranga Rao to the C.R.B. Section for necessary action on 16-8-29 with a no 8332-29. This may be sent to the C.R.B. Section for expediting the disposal of this question.

MS
 27-9-29

Yes
 28/9

N.B.—Should routine notes be written on small slips, the notes must be copied, or slips pasted on this form

The connected file has been put up in the file
 N: Staff Selection Board which was filed to Dewan on
 12.9.29 in the diary no: 684 of 1929-30
 C.R.B.
 30.9.29

~~For Chief Secretary to Government.~~

GOVERNMENT OF HIS HIGHNESS THE MAHARAJA

OF HYDRABAD.

No. 5901-08
C.R.B.

General and Revenue Secretariat,

Dated, Bangalore, 24th Jan 1929

From,

Mahomed Ismail Sheriff, Esq. B.A.,

Secretary, Central Recruitment Board,

Bangalore.

To,

the members of the C.R.B.

Sir,

I am directed to forward herewith for information a copy of the Note in regard to the constitution of Staff Selection Board to serve as a basis for discussion with reference to Subject No. 3 on the Agenda of the meeting of the Central Recruitment Board on 1st February 1929.

I have the honour to be,

Sir,

Your most obedient servant.



Secretary,

Central Recruitment Board.



-1 STAFF SELECTION BOARD :-

At the last Madras Session of the Representative Assembly a resolution was moved to the effect that the Government be pleased to constitute a STAFF SELECTION BOARD for purposes of regulating all appointments in the State.

Members generally referred to the MADRAS STAFF SELECTION BOARD which perhaps they thought would serve the purpose better. In the discussion they were unanimous on one point and that was in their contention that the present rules of recruitment as put in practice did not fully secure the end in view as they involved probably too much of complexity and gave large loopholes to the appointing officers to evade them.

That the present rules of recruitment do not pretend to be the last word on the subject may be easily admitted. Many defects in their working in practice are found and action is taken as occasion arises to clarify the issues and doubtful points that arise from time to time due to new situations and varying interpretations put on various orders. The Board, the office, the Sub Committee and in fact every Agency connected with this problem are functioning and it will take naturally some time for all things to come to a stage which may be regarded to be satisfactory from all points of view.

A general note on the subject ^{is being} in broad outline the direction in which our existing rule fall short of the situation and ^{is being} limiting broadly the directions in which improvements can be effected is under consideration. The proposal for a full-time Secretary has been commended to Government by the Central Recruitment Board at their last meeting.

(2)

The members had no suggestion to offer about the power, the constitution and details of the working of the suggested Selection Board. The basis of their suggestion was that a Committee on which non-officials were to be represented should work directly under Government as an integral part of the Central Recruitment Board and have the last word in all future appointments to the State Service.

It may be sufficient to examine two suggestions - one is having a subsidiary Selection Board to each District and then direct that all appointments within the District should be made by this Board only and the other is to have a Central Selection Board co-ordinating all these Boards. It is suggested that prominent non-officials should be associated with each of these Boards.

~~This suggestion~~⁽¹⁾ need not perhaps be discussed only briefly. The only organisation to which one can compare this is the District Ad-hoc Scholarship Committee. Experience of the working of these committees and the general opinion of the concerned people leads to the conclusion that any such Committee entrusted with powers of appointment will seriously handicap all officers of Government in the discharge of their duties and will to a considerable extent affect the discipline of services. It is perhaps undesirable to delegate the power of appointment to such Committee. Then again even admitting that the idea of such a Committee may be considered ^{feasible} there will be the difficulty of making appointments in various departments. One Committee cannot perhaps be given the work of all Departments. Therefore there will have to be as many Committees as there are appointing Officers or at least the Departments or else we should have a Committee in which all departments as well as non-officials will have to be represented and this will probably be an unmanageable body and it will not be possible to reach unanimity of opinion.

even in a single case. Then the work of co-ordinating all these bodies will be too stupendous and the net result may perhaps be chaos.

As regards the other suggestion of having a strong Staff Selection Board as an integral part of the Central Recruitment Board which should be so constituted as to be able to advance the interests of the Backward Communities without however affecting the power of Government to have the last word in each individual appointment. The main considerations upon which this suggestion has been put forward appear to be the following:-

- (a) If a Central Board selects the candidates, the selection is likely to be in accordance with the policy of Government without any local bias or any other ulterior considerations which cannot altogether be ignored by the local appointing Officer.
- (b) It will ensure the representation of unrepresented classes.
- (c) There will not be any scope for subordinate appointing officers to evade the rules of recruitment in any manner.
- (d) As the rules of recruitment will have been properly studied and correctly understood in the Secretariat or by the Executive Officer of the Board, the selection of candidates will also be made in strict conformity with both the spirit and letter of the rules.

It should be admitted that there is considerable force in the above points. Besides the above, there are a few more considerations in support of such a Board. For one thing it can be worked under very simple and easy rules and considering the views expressed by many appointing officers perhaps they may also welcome this instead of being interfered by rules, inquiries etc., about each appointment. Then the Board --- dealing as it will with a ^{very} large number of vacancies, will be in a much better position to distribute the patronage to all communities and the complaints of favouritism and advancement of only a few major communities among the Backward Community classes is also likely to disappear. Further, the appoint-
appointments

appointments will be regulated by certain uniform and well governed principles. It very often happens that there will be a large number of applicants for some vacancies and then for quite a large number there will not be any applicants; for each candidate does not always apply for all vacancies to which he is eligible and hence when several vacancies are taken in a group there is every likelihood of a large number of people getting appointed. This will increase the representation of non-Brahmin candidates in such a ^{much} shorter time than is possible at present. A single body actuated with one desire to enforce the policy of Government in the matter of recruitment of candidates of Backward Communities can enforce the rules more sympathetically and consistently than if appointments are made by the individual officers according to their light.

The following suggestions may be considered before having a Staff Selection Board in order that the work of the Board may be as smooth as possible:-

- (1) All short-time appointments may be prohibited and a system of reserve clerks introduced in each office as already suggested by the Board.
- (2) As far as possible, staff and clerical appointments in various departments should be standardised and similar grades provided.
- (3) A scheme of probationary clerks may be sanctioned in the case of all appointments carrying a pay of Rs 40/- and above and a three months' training provided for these recruits to see that efficiency of services does not suffer.

It seems also expedient that ^{the} Staff Selection Board may be entrusted only with appointments of superior grades leaving the last two grades to be recruited as at present.

There is another important aspect of the problem which has to be considered and which deserves attention. As things stand at present, all appointments up to and including fifty rupees are made under the rules of recruitment and direct appointments to the rank of Probationers and other Casetted

posts are made by Government and considerations of securing representation of all classes are taken into account by them. But for the very large number of appointments above rupees fifty and those which are departmentally approved by Government no such consideration is kept in view and this appears to be the weakest link in the chain of this policy. It is time to take into consideration this aspect and see whether anything like the rules of Madras Government recently introduced in the case of Sub Registrars cannot be introduced in our services and the Staff Selection Board entrusted with this work. The suggestion in practice will amount to the plan of extending the principle at least to a slightly less extent in case of all appointments above rupees fifty except in the case of those in which appointments are made directly by Government. Thus for example it may be laid down that a certain percentage of vacancies will be filled up on considerations of seniority and the rest the senior most and the best qualified among non-brahmin officials in service alone appointed. The suggestion is one likely to be very much criticised but it seems that without some such safeguard for at least the next fifteen years, the representation of Backward Community Classes in these appointments is not likely to be adequate.

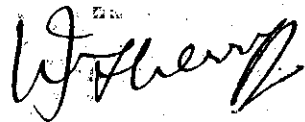
The next point for discussion that remains now relates the strength, constitution and powers of such a Board if one is to be formed. In this connection it seems desirable that if the Government decide to have a full time Secretary to the Central Recruitment Board, such an Officer may be selected and deputed to Madras, Calcutta, Lahore, Delhi and Bombay to study the methods and the ways in which a similar problem has been satisfactorily solved by them and submit a report to Government and shape the organisation of the office and rules in the light of the experience gained there and here. In regard to the constitution of the Staff Selection Board the following points

are suggested:-

(1) Non-official members may be elected by the Central Recruitment Board and their strength placed at 50 per cent.

(2) The Chairman, Central Recruitment Board may himself be the Chairman of the Staff Selection Board and for any reason this is not feasible, the final selection by the Committee should be subject to the approval of the Chairman, Central Recruitment Board, who being also a Member of Government may be regarded as representing both Government and the Central Recruitment Board.

The other details may be worked up later after obtaining information if necessary from other Governments and if the suggestion to depute the Secretary designate to other places is approved after obtaining his report on the subject.



Secretary,
Central Recruitment Board.

2 —

CENTRAL RECRUITMENT BOARD.

No. 8626-34 CRB

Public Offices,
Bangalore, dated, 21st May 1929.

From

D. C. SUBBARAYAPPA, Esq., B.A., B.L.,
Secretary, Central Recruitment Board.

To

*The Chief Secretary to Govt.
Bangalore*

Sir,

I am directed to forward herewith for information a copy

- 1) Report of a Committee appointed to enquire into the working of the Staff Selection Board instituted in 1920 for the recruitment of candidates for the Imperial Secretariat and its attached offices.
- 2) Government Order No. 76, dated 6th February 1924 of the Government of Madras.
- 3) Extract from letter Ref. No. B. 2424-28 dated 21st November 1928 from the Commissioner of Coorg to the Secretary to the Chief Commissioner of Coorg.

each of the marginally noted communications received from the Residency on the subject of Staff Selection Boards in British India and Coorg and to request the favour of an acknowledgement.

I am to add that the question of constituting Staff Selection Boards in Mysore will be one of the subjects

agenda for the next meeting of the Central Recruitment Board to be held on the 31st May 1929. (Notice of the meeting will be sent separately.)

I have the honour to be,

Sir,

Your most obedient servant,

D. C. Subbarayappa

Secretary,
Central Recruitment Board.

21/5
21/5
23/5
23/5

No. 2668-72/K.C.
Encls. No. 12. *Prin*
Pages 103-109

2201,
Office of the Ex-officio Secretary,
Legislative Council,
Dated Bangalore, 4th March 1929.

Official Memorandum. *inf*

No 12

The ~~accompanying~~ *accompanying* ~~premise~~ *premise* made on the second day of the
December Session (1928) of the Legislative Council is ~~here~~..
forwarded with compliments to the Chief Secretary to Govt.
for favour of necessary action. Pages of the proof contain-
ing the ~~premise~~ *premise* are also sent.

CRB
new
SP
OS
8/3

By Order,

R. S. Narayan

For Ex-officio Secretary,
Legislative Council.

The question of appointing a full time Secy
to the C.R.B. has been ordered to be decided by
the full time Secy on the question of terminating the C.R.B. Rules.
Vide linked file

8.3.29 *Chief Secy*

WJ
8/3

9894
16/3

Thos. Mander
1st Secy
2nd Secy
3rd Secy
4th Secy
5th Secy
6th Secy
7th Secy
8th Secy
9th Secy
10th Secy
11th Secy
12th Secy
13th Secy
14th Secy
15th Secy
16th Secy
17th Secy
18th Secy
19th Secy
20th Secy
21st Secy
22nd Secy
23rd Secy
24th Secy
25th Secy
26th Secy
27th Secy
28th Secy
29th Secy
30th Secy
31st Secy
32nd Secy
33rd Secy
34th Secy
35th Secy
36th Secy
37th Secy
38th Secy
39th Secy
40th Secy
41st Secy
42nd Secy
43rd Secy
44th Secy
45th Secy
46th Secy
47th Secy
48th Secy
49th Secy
50th Secy
51st Secy
52nd Secy
53rd Secy
54th Secy
55th Secy
56th Secy
57th Secy
58th Secy
59th Secy
60th Secy
61st Secy
62nd Secy
63rd Secy
64th Secy
65th Secy
66th Secy
67th Secy
68th Secy
69th Secy
70th Secy
71st Secy
72nd Secy
73rd Secy
74th Secy
75th Secy
76th Secy
77th Secy
78th Secy
79th Secy
80th Secy
81st Secy
82nd Secy
83rd Secy
84th Secy
85th Secy
86th Secy
87th Secy
88th Secy
89th Secy
90th Secy
91st Secy
92nd Secy
93rd Secy
94th Secy
95th Secy
96th Secy
97th Secy
98th Secy
99th Secy
100th Secy

Proceedings of the Meeting of the Central Recruitment Board held in the Chambers of the Third Member of Council, Public Offices, Bangalore at 11-30 A.M. on Friday the 31st May 1929.

Present :--

Rajamantrapravina
K. Kathan, Esq., B.A.,
Third Member of Council, (Chairman.)
P. C. D'Souza, Esq., B.A., B.L.,
Revenue Commissioner in Mysore.
H. S. Subba Rao, Esq., B.A., Bar-at-Law,
Director of Public Instruction in Mysore.
R. Ranga Rao, Esq., B.A., B.L.,
Offg. Chief Secretary to Government.
S. Sriannaiya, Esq., B.A., B.L.,
Inspector General of Police in Mysore.
Khan Bahadur Mahomed Abbas Khan, Esq.
Sylvester Pais, Esq., B.A.
S. S. Kaliappa, Esq.
Kannaji Rao Kadam, Esq.
D. C. Subbarayappa, Esq., B.A., B.L., (Secretary)

Absent :--

Rao Sahib H. Chenniah, Esq.

Subject No. 1.

Note dated 8th October 1928, by the Secretary, Central Recruitment Board, reviewing the working of the rules of recruitment and suggesting their modification on the lines indicated.

Resolution :--

Pending final settlement of the question of employing a leave reserve staff for filling up temporary vacancies in all the offices in the State, the rules of recruitment requiring a certain proportion of the vacancies being

thrown open for direct recruitment should be made applicable also to temporary appointments of three months or lesser duration. Appointing officers should call for applications through the Secretary, Central Recruitment Board, for vacancies at their disposal and make appointments from among eligible candidates included in a standing list to be maintained in their offices as well as in the office of the Secretary, Central Recruitment.

Subject No. 2.

Note regarding the constitution of Staff Selection Boards in the Mysore State.

Resolution :--

The Board observe that the working of the rules of recruitment so far has not produced results commensurate the trouble involved. They are at present in a position only to watch the recruitment of officials on low salaries, such as clerks, primary school masters, etc. There are numerous ways in which the orders of Government regarding the preference to be given to members of backward communities fail to be realised. The Board are of opinion that in order to attain adequate results in a reasonable time it is necessary to pay more

Revenue Department :--

Assistant Commissioners.
Amildars.

Police Department :--

Probationary Superintendents and
Assistant Superintendents of
Police.

Education Department :--

Head Masters of High Schools.
District Educational Officers.
Assistant Inspectors of Education.

All Offices :--

Heads of sections on a pay of
Rs. 50/- and above.

} attention to the representation of members of backward communities in appointments of higher classes and that rules should be framed for a larger proportion of direct recruitment to appointments of classes noted in the margin. If this suggestion commends itself generally to

Government, the Board will be glad to work out and submit detailed proposals on the subject.

Subject No. 3.

Analysis of "C" Statement showing the composition of the establishments of Public Offices as on 31st December 1928

Resolution :--

Recorded with the observation that Government may be requested to draw the attention of the officers concerned to the fact that instead of improvement there has been retrogression in the representation of backward communities in the Units under the control of some of the officers or departments.

Subject No 4.

Correspondence ending with letter No. 21707, dated 12th April 1929 from the Registrar, Mysore University, requesting sanction of Government to treat the marginally noted posts

Oriental Library.

Pandits.
Pandit Librarian.
Proof Readers and Copyists.

Archaeological Office.

Pandits.

} in the Oriental Library and
} in the Archaeological Office
} on a par with the Pandits on
} the Tutorial staff of the
} University in the matter of
} advertisements of vacancies

according to Government Order No. 1411-12/U.R.B.6-28-1, dated 7th August 1928.

Resolution :--

The proposal of the University may be accepted.

Subject No. 5.

List of cases of exemption from Central Recruitment Board Rules permitted up to 15th May 1929.

Resolution :--

R e c o r d e d.

Subject No. --

The question of maintaining a statement furnishing information regarding the proportion in which the various communities are represented in the Gazetted Service.

Resolution :-

A statement showing the statistics of appointments in the different grades as on 30th June every year may be prepared in the form of Statement II appended to Government Order No. 1827-80/E.A.O.308, dated 16th May 1921 passing orders on the report of the Miller Committee. The communities to which the several officers included in the Civil List -- belong may also be indicated by means of a symbolical letter as is done in the Madras Quarterly Civil List.

Subject No. 7.

The following Government Orders were read :-

(i) Government Order No. 7872-74, dated 13th April 1929, directing that in making selection of candidates for vacancies in the Tutorial Staff of the University, preference should be given to persons belonging to backward communities if their qualifications are approximately equal to those of the other candidates.

(ii) Government Order No. 8524-33/L.R.165-28-19, dated 19/20th April 1929 approving with certain modifications the Revenue Commissioner's proposals regarding the recruitment and training of Revenue Inspectors.

(iii) Government Order No. 7993-8142/C.R.E.1-28-4, dated 22nd April 1929 issuing revised instructions in the matter of the preference to be shown to candidates belonging to depressed classes in filling up vacancies in Government Offices.

Resolution :- R e c o r d e d.

Subject No. 8.

Procedure to be adopted in the case of vacancy caused by officials taking leave for a short time period to begin with and extending the same piecemeal so as to make total period exceed three months.

Resolution :-

No action is necessary.

devenarayappa

Secretary,
Central Recruitment Board

GOVERNMENT OF HIS HIGHNESS THE MAHARAJA OF MYSORE

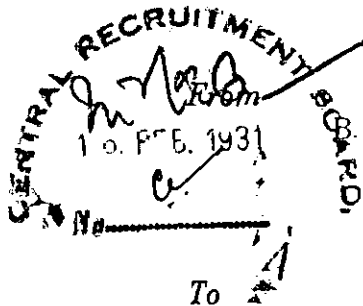
General and Revenue Secretariat

Dated, Bangalore, 13th February 1932.

No. R.3720

L.R 627-28-2

3157
NB
CRB 23-31-2



B. T. KESAVAIENGAR, Esq., B.A.,

Secretary to the Government of His Highness the Maharaja of Mysore,
Development Department.

The Revenue Commissioner in Mysore,

Bangalore.

Sir,

With reference to your letter No. C. 2589/28-29, dated 6th April 1929, forwarding proposals in the matter of appointment of probationary clerks in sub-ordinate Revenue Offices, I am directed to state that this matter having been referred to the Central - - Recruitment Board, they generally agree to the proposals. A copy of the resolution passed by the Board in this matter is herewith sent for information. I am to request that your proposals in this matter in accordance with the recommendations of the Central - - Recruitment Board may be submitted for orders of Government when the financial condition improves.

I have the honor to be,

Sir,

Your most obedient servant,

H. Chennappa
Secretary to Government,
Development Department.

Copy to CR Board Section.

subd for pensal.

2/2/32 This may perhaps be filed with
the connected papers herewith for up

yes
29/2